



## Request for City Council Committee Action from the Department of

**Date:** November 18, 2014

**To:** Council Member Quincy, Chair Ways & Means/Budget Committee  
**Referral to:**

**Subject:** *Contract for Professional Services – Leadership Development Program*

**Recommendation:** Authorize the Human Resources Department to amend and extend the agreement with Employee Strategies for Leadership Development Program Design and Delivery related services.

**Previous Directives:** Authorized contract with Employee Strategies in the amount of \$280,650 for design, development and facilitation of the new Leadership Development program.

Prepared by: Marilyn Talarico, Director Strategic Workforce Solutions

Approved by: Patience Ferguson  
Patience Ferguson,  
Chief Human Resources Officer

Spencer Cronk  
Spencer Cronk, City Coordinator

Presenters in Committee:

### Reviews

- Permanent Review Committee (PRC): Approval Yes Date November 13, 2014
- Civil Rights Approval Approval NA Date NA
- Policy Review Group (PRG): Approval NA Date NA

### Financial Impact:

- The Human Resources Department will use existing resources to pay for the services under the proposed agreement

### Scope/Supporting Information:

Human Resources is requesting to amend and extend the contract with Employee Strategies to \$500,000 for services to complete the design, development, facilitation of the new Leadership Development program and to train-the-trainer sessions for City of Minneapolis HR staff. On November 13, 2014, Chief Human Resources Officer received a waiver from the Permanent Review Committee (PRC) to increase the \$280,650 contract (which was for initial design and development of curriculum and structure for the new Leadership Development program) by \$219,350 to complete the design, development, and facilitation of the new Leadership Development program; and to conduct train-the-trainer sessions with HR staff.